



## JOINT FORCE HEADQUARTERS WISCONSIN

**WISCONSIN NATIONAL GUARD  
HUMAN RESOURCES OFFICE/J1  
PO BOX 8111  
MADISON, WI 53708-8111**



### **JOB OPPORTUNITY Number 04-218**

#### **WISCONSIN ARMY/AIR NATIONAL GUARD**

**\*APPLICATIONS MUST BE RECEIVED IN THE HUMAN RESOURCES OFFICE/J1 (HRO) BY 4:00 p.m. ON THE CLOSING DATE\***

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| <b>OPENING DATE: 8 December 2004</b>   | <b>CLOSING DATE: 10 January 2005</b>             |
| <b>POSITION: Human Resources Specialist (Labor Relations), Position Description Control Number 80521C00/70424C00, GS-0201-12</b> | <b>LOCATION: Joint Force HQ, Madison, WI</b>     |
| <b>SALARY RANGE: GS-12, \$58,665 to \$76,261 annually</b>  | <b>TYPE OF APPOINTMENT: Excepted - Permanent</b> |

Also on our web site at: <http://dma.wi.gov/tech.asp>

#### **\*\*\* ELIGIBILITY/NOTES \*\*\***

**Military Membership Requirements:** This position is only open to commissioned officers in the Wisconsin Army or Air National Guard (must be a U.S. citizen). Veteran's preference does not apply to positions in this agency. Military Grade: The maximum grade available is O-5, minimum grade allowable is O-3. Upon appointment, selectee must be eligible (AFI 36-2105/AFI 36-2108 or DA Pam 611-21) to be assigned to one of the following compatible (AFSC)/(AOC): Army: AOC 42B, 43, 45, 49, 50 and 59; Air: AFSC 33SX, 36PX, 65FX.

- The wearing of the military uniform and abiding by the customs and courtesies as prescribed by applicable military service regulations are conditions of employment.
- Participants in the Selective Reserve Incentive Program (SRIP) or the ANG incentive program may be terminated for applicants upon entry in the technician program. See specific agreement for termination rules.
- Employees will be required to participate in direct deposit/electronic fund transfer (DD/EFT).
- Males born on or after 1 January 1960 must be registered with the Selective Service prior to employment.
- **SELECTED INDIVIDUAL MUST PASS A PREPLACEMENT PHYSICAL PRIOR TO APPOINTMENT.**

**EQUAL EMPLOYMENT OPPORTUNITY:** All applicants receive consideration for this position without regard to race, religion, color, national origin, gender, age, political affiliation or other non-merit factors.

#### **\*\*\* REQUIRED QUALIFICATIONS \*\*\***

**Applicants must address all the Knowledge, Skills and Abilities (KSAs) and explain the civilian and military work experience (with dates) that provided the KSA. \*Remember, only the information shown on the application can be used to evaluate qualifications for this position. Applicants must explain in detail on the application how the knowledge skills and abilities (KSAs) were acquired. General Experience: Experience, education, or training which provided the candidate with a good understanding of administrative methods for accomplishing the work of an organization. This experience must reflect the ability to analyze problems, come up with practical solutions, and to communicate effectively with others. Specialized Experience: **GS-12:** Must have Thirty-six (36) months of specialized experience which has demonstrated the following knowledge, skills, abilities (KSAs):**

- a. Ability to apply the fundamental principles, concepts, techniques and guidelines of labor relations.
- b. Ability to perform and/or guide others, in the negotiation of labor agreements.
- c. Ability to establish rapport and confidence and assess the climate and conditioning factors in specific problems or situations.
- d. Ability to give specific guidance relative to the implementation and application of negotiated agreements.
- e. Skill in gathering information and data for preparing reports.

**Substitution of Education for Specialized Experience:** Study successfully completed in a college, university, technical or vocational school may be substituted for experience at the rate of one year of study (30 semester hours or 20 hours classroom hours of instruction per week) for 6 months of experience. Courses must be directly related to the work of the position. Copies of transcripts listing courses and credits earned must accompany application.

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**Evaluation Method:** All applicants will be initially screened against the general qualifications and further evaluated on the basis of relevant experience, training and knowledge, skills and abilities listed in the specialized experience.

**Brief Description of Duties and Responsibilities:** The Labor Relations Specialist is responsible for labor contract negotiations and administration covering employees in a variety of occupations normally stationed at various physical locations throughout the State. Employees may be represented by a multiple number of bargaining units and/or unions. Consults with all levels of management to develop agency policies on and positions for negotiation to include researching potential union proposals. May serve as chief negotiator. Serves as participating member or advisor to the management negotiating team providing advice on developing management proposals, negotiating strategies, and when union's proposals may be nonnegotiable under federal law and regulations. Establishes the State's position on impasse situations including the preparation of documentary material for review by a third party. Advises management on the day-to-day administration of the collective bargaining agreement. Interprets the intent of the contractual language and attempts to resolve problems that arise over application of contract provisions. Assists managers and supervisors in informally resolving disputes with union officials concerning the interpretation and/or application of the agreement. Meets with union representatives during the life of the contract to negotiate impact of new programs and policies, reductions-in-force, etc. May assist the Federal Labor Relations Authority (FLRA) in arranging for and conducting union certification elections. Trains supervisors in the provisions of negotiated agreements.

### \*\*\* HOW TO APPLY \*\*\*

Submit a summary of your employment history using an OF 612 or Resume, and include the following information:

**(Incomplete applications will not be accepted)**

- Announcement number and title of the position for which you are applying.
  - Your full name, mailing address, appropriate phone numbers, Social Security Number, date of birth and country of citizenship.
  - Your military grade, unit of assignment, and MOS/AFSC. List your National Guard (weekend duties) separately from your other job experiences. List your position, military grade, supervisor, phone numbers, dates you have held each job and a detail duty description.
  - A detailed narrative of your work experiences (paid or unpaid), training, education, and/or other information that relates to the vacancy. Use complete dates to indicate each amount of experience you have. Include pertinent military experiences and describe duties in detail, include DD Form(s) 214 (if applicable). You may use continuation pages to include all related experiences. Ensure that both military and civilian experiences are fully described, to include time frames. Highest Federal Civilian grade held (include job series and date held). If you use acronyms explain them.
  - **WRITE A SUMMARY OF EACH KSA, (Knowledge, Skills and Ability), INCLUDING DATES FOR EACH KSA, TO EXPLAIN HOW YOU QUALIFY.** List all of pertinent military schools and training completed. Applicants should submit DMA Form 20 and/or 21 to document military schools and address KSAs. Failure to demonstrate these experience requirements may result in disqualification. AFSC/MOS, Position Description, Job Title, grade and series WILL NOT qualify an applicant.
  - For Job Opportunities advertised at more than one qualifying grade level, you must indicate which grade level(s) you are applying for. Your application will only be evaluated against the grade level(s) that you list on your application.
  - High school and college education (major courses of study, dates of diploma, GED, or any degrees received to include name, city and state of educational institution attended and number of credits earned). **To insure credit for education** you must include a copy of your transcript(s).
  - Applicants should include a DMA Form 181 or Standard Form 181.
  - Applications must have an original signature and date. Resumes must have a signed and dated cover sheet.
- \* Note: Separate applications are required if applying for more than one Job Opportunity Announcement.

Send applications to **Joint Force Headquarters Wisconsin, ATTN: WIJS-J1-SVC-ST, 2400 Wright St, Madison, WI 53704-2572**. Applications must be mailed at the applicant's own expense and become property of the Human Resources Office/J1 and will not be returned or photo copied. When circumstances cause your application to arrive after the closing date you may fax or e-mail [fedhrfeedback@wi.ngb.army.mil](mailto:fedhrfeedback@wi.ngb.army.mil) an exact and complete, signed copy of your application. **Faxes and e-mails must be received in the HR no later than 4:00 p.m. on the closing date.** If you fax or e-mail your application, the original must be postmarked by the closing date, and received not later than seven calendar days following that closing date. **Late applications will not be accepted.** Direct any questions to the Recruitment and Placement Specialist at (608) 242-3722 or DSN 724-3722; fax (608) 242-3726.

**Federal Civil Service Benefits Available:** Group Life Insurance, Health Insurance Programs, Retirement Program, Injury Compensation Benefits, 13 days Sick Leave each year, Annual Leave - 13 days a year for the first three years, 20 days a year for the next 12 years and 26 days after 15 years, 10 paid Holidays and 120 hours Military Leave.

DISTRIBUTION: E, S {Madison (ED), Milwaukee (ED), 128 ACS (ED)}, All HROs

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